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AFRICA'S HUMAN RESOURCES AGENDA FOR THE 1990s AND BEYOND

REPORT OF THE FOURTH MEETING OF ECA'S CONFERENCE OF MINISTERS RESPONSIBLE FOR HUMAN RESOURCES PLANNING, DEVELOPMENT AND UTILIZATION

(Addis Ababa, 18-23 November 1991)

I. INTRODUCTION

1. The ECA Conference of Ministers Responsible for Human Resources Planning, Development and Utilization was established by Commission Resolution 389(XV) of 12 April 1980. The broad mandate of the Conference is the coordination and rationalization of human resources development and utilization policies at the national, sub-regional and regional levels; the harmonization of activities in the planning, development and utilization of human resources; monitoring of performance, problem areas, policies and programmes in the field of human resources; and providing appropriate guidelines as required.

2. This was the fourth of the Conference's three-yearly meetings. The work of the Conference is undertaken in the inter-sessional years by a Ministerial Follow-up Committee of Ten, whose mandate is to monitor the performance of the human resources development and utilization indicators, as well as the implementation of policies, programmes, strategies and plans.

3. The Fourth Meeting of the Conference had as its theme, **AFRICA'S HUMAN RESOURCES AGENDA FOR THE 1990s AND BEYOND**. This theme was chosen as a logical progression from the Conference's preoccupation, at its Third Meeting which was **HUMAN RESOURCES FOR AFRICAN SOCIO-ECONOMIC RECOVERY AND DEVELOPMENT**, and in order to focus on the medium-to long-term human resources requirements for socio-economic transformation and development.

4. The Meeting of the Ministers was preceded by a Meeting of the Ministerial Follow-up Committee of Ten on 21 November 1991, and a Meeting of the Technical Committee of Officials from 18 to 20 November 1991.

5. In addition to the general debate, the Conference considered and adopted reports submitted to it by the Technical Committee of Officials and the Ministerial Follow-up Committee of Ten.

II. ATTENDANCE

6. In attendance at the Conference, were representatives from Algeria, Angola, Burkina Faso, Burundi, Central African Republic, Cameroun, Chad, Congo, Cote d'Ivoire, Djibouti, Egypt, Ethiopia, Gabon, Ghana, Guinea, Kenya, Liberia, Libyan Arab Jamahirya , Malawi, Mauritania, Morocco, Mozambique, Niger, Nigeria, Rwanda, Senegal, Seychelles, Sierra Leone, the Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.

7. The following agencies and organizations of the United Nations system were represented at the Conference: Food and Agriculture Organization (FAO); International Labour Organization (ILO); United Nations Higher Commission for Refugees (UNHCR); United Nations Population Fund (UNFPA); United Nations Development Programme (UNDP); United Nations Industrial Development Organization (UNIDO); United Nations Children Fund (UNICEF); World Health Organization (WHO); United Nations World Food Programme (WFP)

8. International, intergovernmental and regional organizations and institutions represented at the meeting were: Eastern and Southern African Management Institute (ESAMI); Japan International Co-operation Agency (JICA); Organization of African Unity (OAU); African Association for Literacy and Adult Education (AALAE); the Commonwealth Secretariat and the International Planned Parenthood Federation (IPPF).

III. OPENING OF THE CONFERENCE

9. The out-going Chairman of the Conference, His Excellency Dr. Hussein S. Abu Salih, Minister of Social Development of the Republic of the Sudan, opened the meeting. On behalf of the delegates, he thanked the Transitional Government of Ethiopia for the hospitality accorded to delegates since their arrival in Ethiopia, the Secretariat of ECA for the excellent manner in which it had carried out the substantive and other preparations for the Conference and all other organizations and institutions who had contributed to the Conference.

10. Man, he said, was ordained by God to be the centre of all socio-economic development. All should co-operate to harmonize their policies, plans and programmes to promote the centrality of man in the development process. He recalled that at Khartoum, the Conference had called for a human-centered approach to socio-economic development to be adopted, and for the top most priority to be accorded to the development of human resources. Five areas had also been identified for urgent action viz: the strengthening of the labour force, placing greater emphasis on the human dimension of development, reducing the negative effects of structural adjustment programmes on human development, combatting the brain drain and improving the management of the African economy.

11. The out-going Chairman noted that over the years since Khartoum, African governments had redoubled their efforts to implement these decisions. Among the many laudable actions they took, were the creation or strengthening of human resources planning, development and utilization institutions, actions to improve the participation of women in development, a greater support to rural development, the promotion of popular participation in development etc. These efforts, he said, were reinforced by those of the international community, in particular the UN Inter-Agency Task Force on human resources development and utilization which produced for use by African governments and the international community, a Regional Framework for Human Resources Development and Utilization.

12. In spite of these efforts, however, challenges continued to present themselves, which called for the search for realistic solutions. Among these daunting challenges were the massive increase in unemployment, the serious drops in incomes and the spread of poverty. These challenges which, he said, should be faced squarely by the Ministers Responsible for Human Resources Planning, Development Utilization, were being compounded by a continuously hostile external economic environment, and the serious reductions of resource flows to Africa.

13. He called on the international community to increase its assistance to African countries to strengthen the planning, development and utilization of their human

resources. Equally, he called upon African governments to redouble their efforts towards this end, bearing in mind, that improvements in these areas could only be brought about through the efforts of the Africans themselves.

14. The out-going Chairman ended his statement by congratulating Africa and Egypt for the recent election by the Security Council of the UN, for the first time, of one of its sons, Dr. Boutros B. Ghali, Deputy Prime Minister of Egypt, to the high office of Secretary-General of the United Nations. He then called upon H.E. Dr. Negassa Gidada, Minister of Labour and Social Affairs of the Transitional Government of Ethiopia, to make a statement.

15. In his statement, the Minister welcomed the delegates, on behalf of the Transitional Government of Ethiopia and on his own behalf, to the Fourth Conference of Ministers Responsible for Human Resources Planning, Development and Utilization which was being convened at a time when his country was ushering in a new era of democracy and peace, and of the unfolding of profound changes throughout the world.

16. He observed that Africa was entering the 1990s with a persistent socio-economic crisis characterized by a crushing debt burden, unfavourable terms of trade, an unfavourable human development situation, absence of skilled manpower, lack of peace and stability, etc. The theme of the Conference, "Africa's Human Resources Agenda, for the 1990s and Beyond" should thus be taken within the context of the socio-economic crisis, because Africa's resolution of the crisis must be based on strategic action programmes that give prominence to the human dimension. This, he recalled, was the message of Khartoum. Development strategies, plans and programmes, including structural adjustment programmes, should strengthen human and social development, not dislodge them.

17. He said that the democratization of society and the maintenance of peace and security in the region were the other aspects of development that required immediate attention. If military expenditures were eating up too much of the GNP, then Africa would only be paying lip-service to the cause of human development, since this wastage of resources could only weaken efforts to bring about human development on the continent. Equally, development in general and human resources development in particular would be inconceivable without the participation of the people in the decision making process. Therefore, the wall that separates the people from the government should be brought down, and respect for human rights, individual freedom and democracy should be made to flourish.

18. Referring to the situation in his country, the Minister said that the widespread misery in Ethiopia had been caused by three decades of military confrontation. National energies had been dissipated, mutual distrust had been created and irreparable damage have been inflicted on the economy. After decades of civil war and violence that cost millions of lives, the peoples of Ethiopia were more resolved than ever before to create peace in their country.

19. The democratization process that had been set in motion would ensure a development process that offers the people a potent weapon to mobilize their resources and direct their energies towards building a democratic order. Respect for basic human rights would chart out a path for the pursuit of prosperity and for the restoration of human dignity.

20. He said that a new economic policy had been formulated for the acceleration of the recovery and reconstruction of the Ethiopian economy. Account had also been taken of the need to break the cycle of famine and to lay the ground for sustainable development in the long run.

21. The Minister said that the new foreign policy of the Transitional Government of Ethiopia was based on the principles of mutual respect for the sovereignty and equality of states, non-interference in the affairs of others and the promotion of mutual interest.

22. Ethiopia, he said, was in the process of repairing the damages of war. The rehabilitation of demobilized soldiers and displaced persons was fully underway with the assistance of the international community. Attempts were also being made to repatriate thousands of Ethiopians who had left the country for political reasons.

23. Finally, turning to the Conference's agenda, the Minister observed that the items to be considered were pertinent to the task at hand. He expressed his confidence that the deliberations would bear fruit and would contribute to the search for lasting solutions to Africa's economic and social problems. He assured the Conference that his government would do all in its power to fully implement the recommendations emanating from the deliberations..

24. He expressed his appreciation to ECA for the effort it had made to organize the Conference, wished the delegates success in their deliberations, and a pleasant stay in Addis Ababa.

25. The out-going Chairman then called upon the representative of the Organization of African Unity (OAU) Assistant Secretary-General Mr. Pascal Gayama to make a statement.

26. The OAU representative welcomed delegates on behalf of the Secretary-General, Mr. Salim Ahmed Salim. He congratulated the Acting Executive Secretary of ECA on his new appointment and wished him success in his mission. On behalf of the OAU he joined the outgoing Chairman in congratulating Africa on the choice of an African to be the new Secretary-General of the United Nations.

27. He said that since the last meeting of the Conference at Khartoum, many changes had taken place around the world. These changes should inspire Africa to take on the challenges and the opportunities that presented themselves in the 1990s and beyond. The theme of the Conference required that strategies should be charted out within the context of an African Economic Community.

28. He briefly reviewed the negative performance registered in the field of economic, social and human development and reiterated the call made by the African ministers of education and economic development at their meeting in Dakar, Senegal, in July 1991 for the strengthening of basic education and the improvement of the quality of education at all levels. Equally, he recalled the need expressed by the First Congress of African Scientists for the strengthening of scientific and technological education for development in African countries.

29. He said that these reinforced the view that enough had been done by way of conceptualization and problem identification and the need now was to move to concrete actions on the ground in support of human development. The Regional Framework for Human Resources Development and Utilization of the United Nations Inter-Agency Task Force on Human Resources Development and Utilization was, he said, a step in the right direction. With initiatives such as these Africa could restore man to his rightful place in development.

30. Following these statements, Mr. Issa B.Y. Diallo, the UN Assistant Secretary-General and Acting Executive Secretary of ECA delivered the final address.

31. He welcomed the delegates and expressed his thanks to them for attending the meeting and to the Government of Ethiopia for the welcome and hospitality accorded to delegates.

32. He said that this was his first time to address the Conference since assuming office in August 1991, he felt honoured and privileged particularly when considering what the Conference had done over the years which had convinced him of the diligence, commitment and seriousness with which the Conference had confronted the issues and identified the problems standing in the way of Africa's development.

33. He said that it was largely due to the efforts of the Conference that the human dimension of Africa's development had been brought to the centre-piece of development and had ensured that development policies, programmes and strategies were greatly influenced by human considerations.

34. In this regard, he wanted to remind the delegates of this concern for the human-centred approach to recovery and development and that they had endorsed the Khartoum Declaration in 1988 hoping for a brighter future. But as the final review and appraisal of UN-PAAERD revealed this year, Africa's socio-economic conditions were still serious, recovery had eluded the continent and sustained development was not possible. He said that both the UN-PAAERD review and appraisal exercise and the ECA secretariat's periodic reports to the Ministerial Follow-up Committee of Ten had confirmed that the majority of indicators of social and human development, i.e. education, health, nutrition, incomes, employment, literacy, etc. had continued to deteriorate.

35. He said that much of what the member States had done (in terms of restructuring and streamlining public services, removing or reducing subsidies to education, health, agriculture, transport, etc. reformulating and reviewing employment

and wage policies, institutionalizing units or departments charged with human resources planning, development and utilization and promoting the integration of women in development) had been highly commendable and well meant. Yet in spite of these efforts, the effect on the well-being of people in Africa had been minimal. He stated that this was no time to falter, but rather to forge ahead with more determination in pursuing this human-centred approach to African development to ensure that growth and development would be sustained and would be sustainable. Hence, he said, the theme of the Conference - Africa's Human Resources Agenda for the 1990's and Beyond - was timely as it fell squarely within the proposal of the United Nations New Agenda for the Development of Africa in the 1990s. He therefore hoped that member States would utilize the goodwill enshrined in the UN New Agenda to continue with a human-centred approach to Africa's development.

36. The UN Assistant Secretary-General then drew the attention of the Conference to the report of the Technical Committee of Experts for their consideration. He called upon the Ministers to seriously consider the recommendations contained in the Experts' report particularly the recommendations on the modalities for implementing the measures as pronounced in the Declaration of the 27th Session of the Assembly of Heads of State and Government of the OAU on the Employment Crisis in Africa. In addition, he said that the Ministers should give due consideration to the three reports of the fourth, fifth and sixth meetings of the Ministerial Follow-up Committee of Ten regarding the strategies for dealing with the deteriorating conditions in respect of Africa's human resources development.

37. He concluded his statement by appealing to the Conference to translate their recommendations into action programmes in their countries to halt the continuous deterioration of conditions of human well-being, and to remove poverty and misery from the continent. ECA, he said, would do everything within its powers to support the efforts of member States in their endeavour to alleviate misery and forge ahead with socio-economic development.

38. He then wished the delegates all success in their deliberations.

IV. ELECTION OF THE BUREAU AND OF THE MINISTERIAL FOLLOW-UP COMMITTEE OF TEN

39. The Conference elected the following Bureau:

Chairman	-	Swaziland
1st Vice-Chairman	-	Kenya
2nd Vice-Chairman	-	Senegal
3rd Vice-Chairman	-	Ethiopia
Rapporteur:	-	Sudan

40. The following member States were also elected to serve along with the Bureau, on the Conference's Ministerial Follow-up Committee of Ten: Malawi, Algeria, Rwanda, Togo, Nigeria.

V. ADOPTION OF AGENDA AND ORGANIZATION OF WORK

41. The Conference adopted its Organization of Work and the following agenda:

- Election of the Bureau and of the Members of the Ministerial Follow-up Committee of Ten,
- Adoption of the Agenda and Organization of work,
- General Debate,
- Consideration of the Report of the Technical Committee of Experts,
- Consideration of the Reports of the 4th, 5th and 6th Meetings of the Coomercial Follow-up Committee of Ten,
- Any other Business,
- Date and Venue of the Next Meeting,
- Adoption of the Report and Closure of the Meeting.

VI. ACCOUNTS OF PROCEEDINGS

A. General Debate

42. The current Chairman of the Conference, the Honourable Minister of Labour of Swaziland, on taking over the chair, said that it was an honour to and a privilege for his delegation, and His Majesty's Government to have been elected to chair the Conference. He thanked the delegates for assigning to Swaziland this important responsibility. He also, on behalf of the delegates, thanked the out-going Chairman, Sudan for an excellent job done over the last three years. He noted with appreciation and satisfaction, the successful outcome of the meeting of the Technical Committee of Officials, the Committee of Ten, and the very efficient management of the meetings by the ECA Secretariat, including the quality of the technical papers that were presented.

43. He said that the work before the Committee was very challenging, and urged the delegates go give their might to accomplish the task ahead. Africa, he said, was faced with enormous and complex problems such as acute shortage of skilled manpower, drought, food deficiencies, poor management capacities, fast growing population, unemployment, brain drain etc. The analysis made by the officials had painted a very gloomy picture for the future. This situation called for all to work towards the search for solutions to the myriad problems of human development that had been identified. He then opened the floor for delegates to contribute to the general debate.

44. In his submission, the delegate from Uganda commended the ECA Secretariat for the competent manner in which it had handled the organization of the Conference and for the well-written and comprehensive documentation. He informed the Conference that Uganda had recognized the need to revive human resources planning and development and to incorporate them in the shortest time possible into the overall framework of socio-economic development. To this end, all the projects and programmes that were included in the Recovery and Development Plan (RDP) were assessed for relevance by their employment-generation potential. The

Government had requested the assistance of the ILO to field an interdisciplinary employment mission to gather and analyse information on the magnitude, patterns and trends of unemployment. The findings of the mission would provide the basis for the formulation of labour and employment policies. Already in the area of employment, efforts had been intensified to educate workers and minimize occupational hazards. Projects had been developed to assess the health hazards caused by pesticide handling, storage and usage on agricultural estates and to evaluate the safety and health of workers in the cotton industry with a view to instituting appropriate measures to protect workers against hazards.

45. He said that concerning manpower planning and staff development, one major constraint was the inadequacy of data on education, training, employment and unemployment. However, the 1988 National Manpower Survey had improved this situation in respect of employment data in the formal and informal sectors of the economy. On the recommendation of the survey a Workshop on human resources management policy, was held in October 1990 to analyse the deficiencies in the formulation of human resources management policies. The Workshop recommended the setting up of a National Manpower Council (NMC) charged with the responsibility for formulating and spearheading the national policy on human resources planning, development and utilization. The Workshop also strongly recommended action to urgently implement the decision to set up a National Manpower Information System (NMIS) to store, provide and disseminate information and data on manpower and employment issues under the aegis of the National Manpower Council.

46. With the assistance of the UNDP/ILO a further analysis of the findings of the National Manpower Survey Report of 1989 had been carried out. However, the analysis was completed only in two sectors: education and health. It would eventually cover industry, agriculture, commerce and construction. The findings would be translated into national education and training requirements.

47. Regarding staff development, he said that various measures had been instituted by the Government to improve the effectiveness of the civil service. These included the rehabilitation and modernization of the civil service training institutions - the Institute of Public Administration and the In-service Training Centre; the provision of greater support to vocational and technical training institutions in their pre- and in-service training programmes; the modernization of teaching facilities in polytechnics etc. Makerere University was also strengthened to enable it deliver tailor-made courses in such areas as economic policy and planning, and management. Two more new universities were also to be opened: Mbarara University for medicine, science and technology, and the Islamic University in Uganda at Mbale.

48. A report prepared by the government on Public Service Review and Re-organization recommended that the government improve its terms and conditions of service and pay a living wage to civil servants. This recommendation could perhaps be implemented only through the rationalization of functions and a reduction in the number of Ministries, i.e. a reduced civil service, so as to improve efficiency, reduce the brain drain and attract Ugandan professionals working abroad.

49. In the field of education, the government published a white paper, following the recommendations of the Education Policy Review Commission Report of 1989 to draw up a five-year education sector investment programme which would be made up of 39 inter-related projects. The policy framework for implementing the programme called for strategic interventions directed at four major areas: (i) increased access and; (ii) improved quality, efficiency and relevance; (iii) promotion of internal efficiency; and (iv) improved financial management.

50. He concluded his submission by stating that Uganda would endeavour to implement the recommendations emerging from the Conference so as to promote socio-economic recovery and transformation in the country.

51. In his contribution to the debate, the Egyptian delegate started by thanking the out-going Chairman and the delegates for the kind sentiments which they expressed on the occasion of the election of Dr. Boutros Ghali for the Office of the Secretary General of the UN. He then said that Egypt had left no stone unturned with regard to human resources planning, development and utilisation. A strategy had been adopted which was geared to the development of both the public and the private sectors. In pursuit of this strategy, Egypt was collaborating with donors and financial institutions to set up a social development fund to mitigate the adverse impact of SAP. The fund's total capital of 1.06 billion Egyptian pounds would retrain laid-off workers and assist them in setting up small-scale enterprises.

52. He said that Egypt attached great importance to basic, technical and vocational education and training and had succeeded in marrying theory with practice. A project had been developed to bring together trainers and users of manpower. A number of enterprises and corporate bodies had participated in the project which was to be extended to the public sector later. The objective was to identify the skill requirements in the private and public sectors so as to make education and training relevant to Egypt's overall socio-economic development needs.

53. In line with the recommendations of the Regional Framework for Human Resources Development and Utilisation, Egypt had set up a technical cooperation fund to assist other African countries in their efforts to develop the skilled manpower they require in different fields of development; as well as contribute to their training efforts.

54. The delegate of Senegal then took the floor. He said that his country had started to integrate population, education, training and employment issues in the national planning and development process. The new approach was called for by the adoption of a structural adjustment programme as well as the need to control the rapid population growth rates, promote the status and participation of women and special groups in society in the national development process, and improve the quality of life in the rural areas.

55. To address these new concerns, a triennial public investment plan had been put in place. This plan, he said, would be revised each year to assess progress being

made and success rate and to take the necessary measures to adjust programme direction and resource allocation priorities to suit the situation.

56. The new planning system had educational and employment models which sought to enable the authorities forecast the educational requirements in terms of infrastructure, facilities, the improvement of the quality of teaching staff, etc. Thus, the human resources development programme for the period 1991-1995 envisaged, among other things, improved literacy rates, the provision of vocational training at increased levels and more primary and basic education programmes. In line with the Khartoum Declaration, Senegal had made the human dimension the centre of the development planning process.

57. The delegate from Ghana started his submission by congratulating Swaziland on being elected Chairman of the Conference. He said that the importance of human resources development and effective utilization could not be overemphasized in a continent which was undeveloped and dependent on the outside world. He attributed much of the misery in Africa to the serious lack of trained personnel in management and administration, industry, health and other vital fields. To reduce these problems, human resources development and utilization had to be given top priority and promoted within the new Regional Framework for Human Resources Development and Utilization advocated by the UN Inter-Agency Task Force on Human Resources.

58. Of particular importance was the stress placed in the Framework on the need to impart practical skills to the youth and to change the content of school curricula to make it development-oriented. He however, regretted the fact that the draft Framework did not address itself more emphatically to the situation regarding the spread of conflicts and civil strife on the continent . These, he said, had caused serious disruptions to the process of educational expansion, destroyed health facilities, sparked off massive population movements and increased the incidence of famine. In this context, it was difficult to see how effectively planning, development and utilization of human resources could be pursued.

59. Referring to the implementation of the Declaration of the 27th Assembly of Heads of State and Government of the OAU on the employment crisis in Africa, he said that Ghana had endeavoured to reduce rural to urban migration and the attendant high urban unemployment rates, by improving living conditions in the rural areas through increased investment, rural electrification, construction of roads, provision of safe drinking water and health facilities, banking services, agricultural credit, etc. The effect of these policies was a salutary reversal of the migration trend towards rural areas.

60. To promote the growth of small and medium scale enterprises, restrictions on access to foreign exchange and foreign business travel had been eased considerably, tax reforms instituted, training schemes for retrenched public servants introduced and a board to promote small-scale industries established. Ghana's efforts were constrained by the lack of adequate financial resources which was aggravated by its debt service obligations. He called on the international community to address Africa's indebtedness seriously. He also called for increased regional cooperation, in the

creation of common development institutions such as regional centres of excellence in technical and scientific training and research, so as to reduce costs and increase economies of scale. He concluded his submission by requesting the ECA to assist member states to establish research networks at the regional level in order to maximize the dissemination and use of research findings.

61. In his statement, the delegate from Gabon said that the economic recession and the recovery programme that had been put in place to resolve it, as well as the changed political situation in his country had caused much difficulties for the people. The demand for health, education and other human development services had increased. To meet this demand, and in spite of the austerity measures of the economic recovery programme, more resources had been provided to support human development. Equally, all efforts were being made to rehabilitate retrenched civil-servants to enable them take on new jobs or settle down in self-employment. He stressed that Gabon which, like all other African economies, operated an export oriented economy, had to define new strategies for co-operation with other African countries in order to strengthen its socio-economic foundations and significantly improve on human development.

62. The delegate from Rwanda took the floor. He congratulated Egypt and all other African countries on the election, by the Security Council of the United Nations, of the first African to the high office of Secretary-General of the United Nations. He then said that his country accorded the highest priority, in the field of human resources, to the improvement of the health status of the population. He said that in a situation where, according to WHO, more than 400 million Africans were afflicted with endemic diseases, there was an urgent need for efforts to be redoubled to address the health problems of the continent. The situation was even more urgent in view of the fact that an unhealthy and debilitated work force cannot be productive and can only consume the nation's meagre resources which could have been put to other uses. He called on all African governments to pursue the objectives of Health for All by the Year 2005.

63. In pursuance of the recommendation of Khartoum Declaration, Sudan had decided to make man the centre of development. Poverty-oriented programmes were strengthened and were geared more to income generation and the development of small-scale enterprise for individuals and groups. A fund for farmers, small industries and crafts was established. A social security and mutual benefit fund was established to cater to the low-income groups and to provide subsidies. He said that agriculture was developing in both modern and traditional sector. 91 branches of the Agricultural Development Bank were established. In the area of basic needs efforts were made to increase basic education and primary health care. The universities' intake had increased. In-service training was on the increase. Efforts were also being made to promote and strengthen public administration and management.

64. Public investment in the agricultural sector had been increased tremendously and the country had attained self-sufficiency in sugar and was about to achieve the same in respect of wheat production. A Human Resources Management Council had been established to formulate policies on training, revise pay structures, guarantee

minimum wages, etc. Also greater efforts were being made to encourage popular participation in the development planning process.

65. In her statement, the delegate from the Seychelles said that the size and population of her country did not make it immune to the problems of human resources development affecting Africa. The country had serious manpower shortages and therefore depended heavily on imported skills. Although basic education was universal in Seychelles, about two-thirds of those who entered the labour market were unskilled. To correct this imbalance, educational reforms had been introduced to increase the skill acquisition content in primary and basic education curricula.

66. By virtue of its size, the Seychelles could not afford a university of its own. Much of its post secondary level education and training had to be undertaken abroad. This had implications for the degree of relevance of training to local needs and realities. Along with its neighbouring island nations, Seychelles was in the process of exploring the possibilities of establishing a sub-regional university to meet the middle and high level manpower needs of the Indian Ocean Islands. She said that the government had formulated a five-year human resources development plan for submission to a forthcoming donors conference for financing.

67. The leader of the Nigerian delegation, then took the floor. He congratulated the Chairman on his election and expressed the hope that his tenure of office would usher in progress in the promotion of human resources planning, development and utilization in Africa.

68. He noted that all available evidence indicated that there had been no real progress registered in the area of human development in Africa over the years. The circumstances continued to be grim. The conditions of living of the African peoples had deteriorated. Yet, the national statements made to the Conference had demonstrated the efforts of individual governments to ameliorate and, indeed, improve on the social conditions of the African people. Something, he said, was fundamentally wrong. It was either that the actions taken by national governments had failed to address the policy prescriptions, or the reports before the meeting had painted the wrong picture of conditions prevailing on the continent. The main issue before this conference, therefore, was the definition of a realistic regional framework for human resources planning, development and utilization, with a view to assuring progress, and complementarity with national, sub-regional and regional efforts at developing human resources and utilizing them.

69. He expressed the conviction that all efforts to design a plan and to implement it would fail if problems generated by the crucial issue of internal instability were not addressed. It was his view that the outcome of the Conference would be more credible if the problems arising from inter and intra-African disturbances were properly addressed.

70. He informed the meeting that Nigeria attached great importance to the Khartoum Declaration. In order to tackle the problem of employment generation, the

Nigerian government had established a National Directorate of Employment. The Directorate had been implementing four core programmes since its inception. The programmes were: youth employment and vocational skills development; small scale industries and graduate employment; self-employment in the field of agriculture; and special public works programme for employment creation.

71. Financial constraints had militated against a total realization of the potentials of these programmes. However, Nigerians were reasonably satisfied with their success in providing employment and vocational skills for youths, as well as with the provision of self-employment opportunities among new school leavers.

72. Additional programmes established to generate employment within the urban and rural communities included: (a) The Directorate of Food, Roads and Rural Infrastructure (DFRRI); (b) Better Life for Rural Women; and (c) Peoples Banks and Community Banks which provide credit facilities to small scale enterprises and members of co-operative organizations in the rural and informal sectors.

73. The Nigerian delegate stated that African governments should be committed to the objectives of potable and safe drinking water for all by the year 2000. Nigeria had taken its responsibilities under these programmes and the recommendations of Khartoum Declaration quite seriously. It had invested considerable resources in the provision of affordable health, and streamlined the institutional framework for health-care delivery to the populace through three tiers which consisted of: (a) primary health care at the local government level for rural communities; (b) secondary health-care at the State government level; and (c) tertiary health-care delivery system at the Federal government level.

74. Finally, he reiterated the need for a framework to be created that would facilitate progress in the individual and collective efforts of African countries to improve the living standards of their people. The international train, he said, had left; the outcome of the work of the Conference, would reveal whether Africa would be able to catch that train.

75. In his contribution to the general debate, the delegate from Kenya said that his country had made considerable progress in the field of human resources planning, development and utilization. In 1988 a fully-fledged Ministry of Manpower Development and Employment was set-up to initiate and prosecute policies on Manpower Planning, Development and Utilization in the country and co-ordinate the implementation of programmes arising therefrom.

76. The Ministry of Manpower Development and Employment had since clarified and crystalized its role and functions having set-up three technical departments, namely, manpower planning, manpower development and national employment bureau with the broad policy mandates for national manpower planning and development; employment; skills inventory; employment services; planning and co-ordinating of training programmes; Kenyanization and employment exchange.

77. He called for a move away from the omnibus approach to human resources management issues. Trying to sustain desirable human resources development services, he said, had caused part of the debt problem. Investments in human resources should be made in much the same manner as investments in other economic inputs, like land, capital and technology.

78. The belief that limitless expenditures in education, training and manpower development programmes could be made, without due rationalization with the actual needs of the economy, should now be abandoned. Because of resource scarcities, investments in human resources development must be targetted to the achievement of higher productivity. This issue should be looked at more thoroughly, so that over the years, concern would be focussed on the development and utilization of needed skills in order to avoid duplication, conflict and overlap, which end up dissipating the limited resources at the disposal of African countries.

79. In conclusion, he said, that his delegation would like to be associated with the sentiments already expressed in congratulating Egypt and Africa on the elevation of His Excellency Boutros Ghali to the high office of Secretary-General of the United Nations organization.

80. The observer from UNFPA, in submitting his statement, drew the attention of the Conference to the demographic situation in the world and to the importance of integrating population factors such as size, growth, composition, age-sex structure, as well as its determinants - fertility, mortality, migration and urbanization - into both macro-economic development planning and sectoral development strategies. Africa had the highest regional growth rate the world had ever seen and its population was estimated to grow from 650 million to 900 million people by 2001. In addition, the explosive urban growth had escalated needs for city services, housing, water and sanitation services, and food supply.

81. He said UNFPA was actively supporting countries that were implementing population policies and programmes to balance their population policies with their development concerns. In cooperation with ILO, UNFPA was also providing assistance to a number of African countries with projects related to population, employment and human resources development, the setting up of population and planning units, in data collection, analysis and research, family life education and related services. He concluded on the note that UNFPA recognized the right of each country to formulate its own population policy. It therefore stood ready to assist in the development of programmes aimed at achieving better balances among the different population factors.

82. The observer from the African Association for Literacy and Adult Education (AALAE), then made his statement. He informed the Conference about AALAE's mandate in human resources development with its focus on the adult population at all levels, ranging from the underprivileged illiterates whose indigenous skills were being ignored to the highly educated African elite whose imported wisdom was in a crisis of irrelevance. In describing the basic principles of the mandate, the observer said that AALAE placed much emphasis on restoring the dignity and integrity of the

African people which were continuously being eroded by enslavement, colonization, foreign education and presently by technical experts, consultants and foreign NGOs. As a necessary corollary to this, he said, AALAE also stood for the rights of the African people to determine their own development agenda and not to be forced to serve foreign-conceived development agendas. He said AALAE strongly supported the strengthening of institutions that were authentically African. In this regard, the observer thanked the OAU and the Government of Niger for their assistance to AALAE in setting up the African Training Institute for Literacy and Continuing Education. He concluded his statement by commending the move towards popular participation which he said symbolized Africa's journey to its roots.

83. The observer from the Commonwealth Secretariat then made a statement. He informed the Conference that the Commonwealth Secretariat supported the integrated approach to human resources development, planning and utilization, which the ECA propagated. He said that although even the many programmes for human resources development were insufficient to meet the need, the resources available to support these programmes were grossly inadequate. Africa needed to develop strategies to fully integrate human development concerns into national development processes as well as coordinated efforts for the development of higher education.

84. The Commonwealth Secretariat, through the Commonwealth Fund for Technical Cooperation, had been working closely with all major regional and national higher education institutions. He said that the Secretariat would be disposed to assisting in the development of regional programmes for education and training as well as national programmes in higher education, particularly in the fields of science and technology, management, entrepreneurship development and technical and vocational training. The Secretariat could also assist national institutions to strengthen their capabilities and to develop regional programmes in specialized areas. It would also assist in the award of fellowships and provide other forms of technical assistance. He said that discussions were already underway with ECA on ways of proceeding with cooperation along these lines. The observer assured the Conference of the Commonwealth Secretariat's commitment to assist in the implementation of some of the recommendations that would eventually be made.

85. The representative of ILO/JASPA in his statement described to the Conference the various interventions which were being undertaken by his agency to promote human resources planning, development and utilization. He said, ILO which devoted about 60 per cent its global technical cooperation activities in Africa and had provided assistance through the conduct of training workshops and seminars for government officials, advisory missions to countries and formulation of projects. On reviewing the human resources situation in Africa, he said that at one extreme, skills had to be produced to effectively utilize new technologies, while at the other, investment choices should be influenced by a sustainable wage/capital rental ratio. Manpower policies needed a different focus because of the shifts from planned economies to more reliance on market forces, and the role of these policies vis-a-vis the public and private sectors should not be overlooked. He said emphasis must be placed on pursuing an integrated approach to human resources development within overall macro-economic development policies and strategies. The experiences of the Asian

NIEs and the second line of NIEs, demonstrated that countries could only be transformed through research, and skill and entrepreneurship development. He assured the Conference of ILO's willingness and readiness to assist African countries in the implementation of this complex task.

B. Consideration of the Report of the Technical Committee of Officials

86. The Conference considered the report of the Technical Committee of Officials and adopted it with one amendment, deleting paragraph 143 of the report. It also adopted Resolution 1/91 which is annexed to this report.

C. Consideration of the Reports of the 4th, 5th and 6th Meetings of the Ministerial Follow-up Committee of Ten

87. The Conference noted the reports of the 4th, 5th and 6th meetings of the Ministerial Follow-up Committee of Ten.

VII. ANY OTHER BUSINESS

88. There was no other business to discuss.

VIII. DATE AND VENUE OF NEXT MEETING

89. A representative of the Secretariat announced that according to its Terms of Reference, the Conference should meet every three years. Its Fifth meeting would, therefore, be convened in 1994 at a venue to be determined at a later date. Member States would be duly informed of the exact dates and venue of the Fifth meeting, in due course.

IX. ADOPTION OF THE REPORT OF THE CONFERENCE

90. The Conference considered its report and adopted it.

X. CLOSURE OF THE MEETING

91. The Chairman thanked the participants for their active participation and also congratulated the Secretariat for the quality of the documents and presentations.

92. The representative of the Secretariat then took the floor to commend the delegates for the quality of the debate, which reflected the serious concern over the state of the planning, development and utilization of human resources and the need to develop the continent's human resources in an effective manner to achieve sustained growth and development. The real challenge was the judicious implementation of what was agreed upon. The Chairman then declared the Conference closed.

ANNEX

Resolution 1/91

The Conference of Ministers Responsible for Human Resources Planning, Development and Utilization,

Recalling the recommendations made and the resolutions adopted at its Third Meeting as well as the decisions taken at its Fourth Meeting on the need to intensify efforts to improve on human conditions and human resources development within the continent and to intensify efforts to monitor the status of human resources planning, development and utilization in Africa,

Conscious of the many laudable initiatives taken by African Governments, Non-governmental Organizations and the international community at large to assist in the development and more effective utilization of human resources in African countries,

Noting with regret, that inspite of these efforts and initiatives, the indicators of human development have continued to worsen,

Aware of the nefarious consequences of such trends on Africa's prospects for socio-economic transformation and development in the long-term,

1. **Urges** African governments to give priority to the human dimension and to the implementation of an integrated approach to human resources planning, development and utilization, particularly as expressed in the Regional Framework for Human Resources Development and Utilization in Africa;

2. **Urges further** all African governments to redouble their efforts and make the necessary resource allocations to improve the quality of education at all levels, to increase the relevance of education, training and research in their institutions of higher learning in furtherance of the transformation and sustained developrnent of their economies, to promote the growth of employment in all sectors of their economies, to re-build development executive capacities; and to stem the tide of the brain drain, and undertake reforms in higher education;

3. **Commends** the UN Inter-Agency Task Force on Human Resources Development and Utilization for the elaboration of the Regional Framework for Human Resources Development and Utilization in Africa and calls on it to intensify its efforts for the co-ordination of UN activities at the regional level in the field human resources development and utilization;

4. **Calls upon** the international community and the UN agencies to give full support to the strategy and priorities espoused in the Regional Framework for Human Resources Development and Utilization in Africa, make greater use of local

consultants and expertise in development projects funded by them; and urges UNDP to implement the Pilot Programme on Integrated Human Resources Development;

5. **Requests** the Executive Secretary of the Economic Commission for Africa to intensify ECA's efforts to assist African governments in strengthening their human resources planning, development and utilization capacities;

6. **Further requests** the Executive Secretary of the Economic Commission for Africa to pursue, with vigour, the various measures instituted to assist in reversing the brain drain, especially the ECA/IOM Return of Skills Programme for Africa, and to promptly implement the Regional Programme for the exchange of African experts on a pilot basis; and

7. **Calls upon** the Intergovernmental Organization for Migration (IOM) to increase its support to the ECA/IOM "Return of Skills Programme for Africa" operated by ECA within the regional framework set by African governments; and also to contribute resources to ECA's Regional Programme for the Exchange of African Experts.

REPORT OF THE FOURTH MEETING OF THE TECHNICAL COMMITTEE OF OFFICIALS OF THE CONFERENCE OF MINISTERS RESPONSIBLE FOR HUMAN RESOURCES PLANNING, DEVELOPMENT AND UTILIZATION

(Africa Hall, Addis Ababa, 18-20 November, 1991)

I. ORGANIZATION AND ATTENDANCE

93. The fourth Meeting of the Technical Committee of Officials of the Conference of Ministers Responsible for Human Resources Planning, Development and Utilization met from 18 to 20 November 1991 at Africa Hall, Addis Ababa.

94. The meeting was attended by 32 countries namely, Algeria, Angola, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Congo, Cote d'Ivoire, Djibouti, Egypt, Ethiopia, Gabon, Ghana, Guinee, Kenya, Liberia, Libyan Arab Jamahiriya, Malawi, Mauritania, Mozambique, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Sudan, Swaziland, United Republic of Tanzania, Togo, Uganda, Zaire, Zambia and Zimbabwe.

95. The following organizations and agencies of the UN system attended the meeting: Food and Agriculture Organization (FAO), International Labour Organization (ILO), United Nations Higher Commission for Refugees (UNHCR), United Nations Development Programme (UNDP), United Nations Industrial Development Organization (UNIDO), United Nations Children's Fund (UNICEF), World Bank, World Health Organization (WHO), United Nations World Food Programme (WFP) and United Nations Population Fund (UNFPA).

96. The meeting was also attended by observers from the following inter-governmental, regional, international and non-governmental organizations: The African Centre for Applied Research and Training in Social Development (ACARSOD), Eastern and Southern African Management Institute (ESAMI), International Development Research Center (IDRC), Japan International Cooperation Agency, (JICA) Organization for Social Science Research in Eastern Africa (OSSREA), Organization of African Unity (OAU), and the African Association for Literacy and Adult Education (AALAE).

97. A Resident Representative of the Norwegian Agency for Development Cooperation and Charge d'Affaires of the Norwegian Embassy also attended the meeting.

II. OPENING OF THE MEETING

98. In his introductory remarks, the outgoing Chairman, H.E. Mahgoub Elbadawi Chairman of the Human Resources Development Council of the Republic of Sudan expressed gratitude to the Government of Ethiopia for hosting the 4th Conference of Ministers Responsible for Human Resources Development, Planning and Utilization and to Mr. Issa B.Y. Diallo, Acting Executive Secretary of the ECA and to the ECA

Secretariat for organizing this meeting and for the efforts deployed in the preparation of documents.

99. He reminded the conference of the Third meeting of the Conference of Ministers Responsible for Human Resources Planning, Development and Utilization, which had been held three years ago in Khartoum, Sudan whose theme was "Human Resources for Socio-Economic Recovery and Development". He said that a major outcome of that Conference was the Khartoum Declaration which was the focal point for the development of human resources in Africa and which was designed to take Africa out of its socio-economic crisis and put man at the centre of all development efforts.

100. The outgoing chairman then drew attention to the problems facing the continent such as illiteracy, low per-capita income, poverty, lack of proper drinking water facilities, low life expectancy, etc.

101. He called upon the conference to review the achievements made since the adoption of the Khartoum Declaration in 1988. He went on to state that the documents showed that much efforts had been made to resolve these problems. These included the creation of new departments in several member states for the purpose of promoting human resource development. The participation of women and youth, education, training and employment policies were also given importance.

102. He concluded his statement by emphasizing that more effort was needed to improve on human development and to lend more support to human resource development programmes.

103. In his opening statement, Mr. Abdulrazak Ahmed, Vice-Minister of Labour and Social Affairs of the Transitional Government of Ethiopia, stated that the situation of human resources was today critical on the continent, especially when his country was going through dynamic changes aiming at total transformation of society. He pointed out that Africa was still going through a very difficult socio-economic period characterized by a huge debt burden, drought, desertification, hunger, disease, ignorance, extreme poverty and civil war, which had resulted in the displacement of large numbers of people.

104. The representative observed that, among the many problems that deserved serious attention at present was the sharp deterioration in the region's employment situation, the growing impact of the demographic tide on labour supply and the shortage of skilled manpower.

105. He said that the two most important labour sponges during the 1990s would continue to be the rural and informal sectors and, by adopting appropriate policies for these sectors, it should be possible to alleviate the problem of unemployment in the 1990s.

106. He emphasized the importance of the potential contribution of women in production and urged African countries to commit themselves to some level of basic

education for all of their citizens, especially women, in order to increase productivity, not only in agriculture, but in all sectors of the economy. Furthermore, he said that adequate resources should be made available for training and that workers should be given opportunities to develop new skills in order to cope with new technologies and future challenges.

107. He informed the meeting that Ethiopia was on the path to peaceful change. The continuous internal war, which had ravaged the country for quite a long time, had now ended, bringing Ethiopia into a new era of peace and tranquility.

108. He concluded by informing the meeting that the items on the agenda, submitted for consideration, were all timely and pertinent to the continent's development. He requested the Technical Committee of Experts to deliberate upon the issues at hand and come up with meaningful and practical proposals that would be supportive for Africa's development.

109. He assured the meeting of the full cooperation of the Transitional Government of Ethiopia, and wished the delegates a pleasant stay in Addis Ababa.

110. In his address to the Technical Committee, Mr. Issa B.Y. Diallo, the UN Assistant Secretary General and Acting Executive Secretary of ECA, stated that he was highly pleased to address the Committee for the first time since assuming office at the Commission in August this year. He said that he had noted with gratitude and appreciation the work done by the Committee during their last three meetings, and hoped that such good work would continue while he worked with them.

111. Mr. Diallo drew the attention of delegates to the theme of their Conference which was "Africa's Human Resources Agenda for the 1990's and Beyond". He observed that the choice of such a theme was very appropriate, considering that it came soon after the final review of the United Nations Programme of Action for Africa's Economic Recovery and Development, 1986-1990 (UN-PAAERD), and that the factors and conditions which brought about UN-PAAERD were very much present in 1991. Paramount in the solution of problems afflicting Africa was the need to accord top priority to human resources development by marshalling all energies towards building capabilities to eradicate illiteracy, attain food self-sufficiency, reduce hunger and famine, poverty, malnutrition and morbidity and develop and train skilled manpower. He said that this was not new to the Committee because in 1988, the Conference of Ministers of Human Resources had adopted the Khartoum Declaration, focusing on the human aspects of development. One of the outcomes of the Khartoum Conference was the establishment of the UN Inter-Agency Task Force for Human Resources Development in Africa, under the chairmanship of ECA, co-chairmanship of UNDP and membership of WHO, UNICEF, LO, WFP, ADB and UNESCO. On of the outputs of the Task Force "A Regional Framework for Human Resources Development and Utilization in Africa" was placed before the Committee for its consideration. He urged delegates to consider it carefully as it was going to be used as a basis for interventions in core areas and for technical assistance by the agencies. Already, he said, the UNDP had formulated a "Pilot Programme on

Integrated Human Resources Development "through which UNDP would provide assistance to African countries. This Pilot Programme was based on the Framework.

112. The Assistant Secretary-General also drew the attention of delegates to some of the other important issues on the agenda of the Committee for their consideration. Foremost amongst the topics was the issue of unemployment in the African economy. He said that it was time for Africa to take a stand on the problem and begin to stop the spread of this phenomenon among the African people. Secondly, he reminded delegates of the need to achieve self reliance and to develop self confidence so that Africa can confront the interplay of forces on the global economic, financial and political scene, both within the immediate future and the 21st century. To do this, the active support, involvement, commitment and participation of Africa's institutions of higher learning through the training of middle- and high-level manpower, research and consultancy activities was needed. However, he said, institutions of higher learning could only do a good job if they were provided with adequate and necessary resources. He, therefore, appealed to the delegates, during the discussion of issues related to higher institutions in Africa, to come up with realistic recommendations which could strengthen the effectiveness of these institutions in assisting member States with their development efforts. In such efforts, there was need for collaboration and co-operation, and ECA recognized this, as much as the World Bank and UNDP also do, all of whom have plans and programmes of action to assist African governments in capacity building in various sectors of economic and social activity.

113. Mr. Diallo also reminded the delegates about the thorny issue of the brain drain which was crippling the African economies. He said that time had come for African countries to find answers to reducing the heavy outflow of skilled manpower, mitigating the skills shortages and reversing the brain drain. As a start, he said, ECA was putting before the meeting a proposal for a within-the-region exchange of experts to which all may contribute and may benefit. He appealed to examine the proposal thoroughly and to come up with the necessary recommendations.

114. In concluding his statement, Mr. Diallo invited the delegates to make comments on ECA's 1992-1993 programme of work and priorities in the field of human resources, public administration and finance and social development. Such comments were needed to ensure the effective implementation of the work programme. He then wished the delegates successful deliberations.

III. ELECTION OF OFFICERS

115. The meeting elected the following Officers:

Swaziland	-	Chairman
Kenya	-	1st Vice-Chairman
Senegal	-	2nd Vice-Chairman
Ethiopia	-	3rd Vice-Chairman
Sudan	-	Rapporteur

116. The meeting proposed for consideration of the meeting of Ministers the following additional members for the election to the Ministerial Follow-up Committee of Ten:

Malawi to represent the Southern African Region;
Algeria to represent the North African Region;
Rwanda to represent the Central African Region; and
Togo and Nigeria to represent the West African Region.

IV. ADOPTION OF AGENDA AND ORGANIZATION OF WORK

117. The meeting adopted its Organization of Work and the following agenda:

- Opening Session
- Election of the Bureau
- Implementation of the Recommendations of the Third Meeting of the Conference
- Consideration of the Regional Framework for Human Resources Development and Utilization in Africa
- Institutions of Higher Learning and Africa's Long-Term Development
- Measures for the Development of Critical Skills for the Formulation and Implementation of Economic Development Strategies and Programmes
- ECA's 1992-1993 Programme of Work and Priorities in the Fields of Human Resources Development, Public Administration and Finance and Social Development
- Consideration and Adoption of the Report of the Meeting
- Closure of the Meeting

V. ACCOUNT OF PROCEEDINGS

A. Implementation of the Recommendations of the Third Conference of Ministers Responsible for Human Resources Planning, Development and Utilization

118. In presenting the "Report on the Implementation of the Recommendations of the Third Conference of Ministers Responsible for Human Resources Planning, Development and Utilization, E/ECA/PHSD/TC/91/WP.9", the representative of the ECA Secretariat stated that the Conference of Ministers, realizing the need for urgent and concerted measures to improve the human condition and to sustain human resources planning, development and utilization efforts through the period of recovery and beyond had assigned high priority to education, training and employment, health and nutrition, and to the need to pay special attention to vulnerable groups such as women and youth.

119. The ECA representative then listed the three resolutions that had been adopted at the Third Conference. The first resolution recommended the submission of the

Khartoum Declaration to the 30th anniversary meeting of ECA's Conference of Ministers and to the Ad-Hoc committee of the whole of the General Assembly on the Mid-Term Review and Appraisal of UN-PAAERD. It called upon member states, United Nations agencies, donor countries, regional and subregional organizations and NGOS, institutions of higher learning and manpower development institutions in Africa to urgently implement the recommendations and to ensure that concern for the human dimension was adequately reflected in the development programmes of African countries. The second resolution urged member states to institute measures aimed at attracting and retaining their skilled manpower. The third resolution urged donor countries, funding agencies, and the UNDP in particular, to make contributions to the effective and timely implementation of The Special Action Programme for Administration and Management in Africa Regional Project (SAPAM).

120. The ECA representative summarized some of the major steps undertaken by Member States, the ECA Secretariat and the United Nations agencies in response to and in line with the recommendations and resolutions of the Third Meeting of the Conference of Ministers. It was noted that, while some of these activities were undertaken in direct response to the recommendations of the Ministers, others were influenced by or were made in the spirit of the new thinking on development that emerged at Khartoum.

121. Despite the economic crisis and the obstacles encountered in the implementation of the recommendations of the Ministers, some action was taken by member states at various levels to promote human resources development. Initiatives in this regard included the creation of new ministries, departments, sections or units in several member states for the purpose of promoting human resource development and utilization. The participation of women was increased in education and development projects and programmes for providing them with access to credit and technology to enhance their productivity were also instituted. In order to promote general education and the upgrading of skills, formal and non-formal literacy programmes and technical/vocational skills development facilities were expanded. Measures were also taken to promote the participation of the people in development through the re-invigoration of community development interventions, the promotion of indigenous entrepreneurial capabilities in the organized private and the informal sectors, and improvements in agricultural extension schemes in the rural sector.

122. Reviewing the activities undertaken by the UN system, the ECA representative stated that under the initiatives of the UN Inter-Agency Task Force set up to monitor the Implementation of the United Nations Programme of Action for African Economic Recovery, 1986-1990 (UN-PAAERD), the agencies cooperatively intensified their efforts on the various fronts identified in the Khartoum Declaration. The United Nations also set up a UN Inter-Agency Task Force on Human Resources Development and Utilization which developed a regional framework that articulated Africa's human resources development and utilization objectives. Other measures mentioned by the ECA representative included UNDP's efforts in introducing, for the first time, a statistical measure of human development, UNICEF's initiative at establishing the International Child Development Centre for "National-capacity building for child survival and development", UNESCO's Africa's Priority Programme, the World Bank's "Social

Dimension of Adjustment Project" (SDA) and efforts of agencies, such as ILO, UNIDO, UNIFEM, UNFPA, FAO and IFAD, to strengthen the capacities of women. The ECA representative also mentioned several studies and reports undertaken by UNESCO, UNICEF, WORLD BANK, ILO, UNDP and other agencies which had focused attention on the human dimension.

123. In presenting the contribution of the ECA Secretariat, special emphasis, he observed, were given to the establishment of the Ministerial Follow-up Committee of Ten, whose reports had helped focus attention on the deteriorating and negative performance of indicators of human development within the continent. Other measures included ECA's the elaboration of African Alternative Framework to Structural Adjustment Programmes for Socio-Economic Recovery and Transformation (AAF-SAP), which provides Africa with a more holistic strategy for adjustment with transformation and development. The convening of an International Conference on Popular Participation in Development and the various activities undertaken in the implementation of the Charter on popular participation including the setting-up of a focal point at ECA to monitor the Charter, were discussed. Initiatives taken in connection with the advancement of women in development efforts were also mentioned.

124. The ECA representative spoke of ECA's achievements in implementing resolutions 2 and 3, which called for reducing and reversing the brain drain and mitigating the skills shortages on the continent and strengthening public administration and management capacities. He said that the ECA/IOM Return of Skills Programme for Africa had been considerably expanded in scope and coverage and that a project, The Special Action Programme for Administration and Management in Africa (SAPAM) had been created to improve the productivity and efficiency of the African public services and strengthen development management and entrepreneurship.

125. Finally, the ECA representative mentioned ECA's continued involvement in providing assistance to member states in their efforts to strengthen and improve the planning, managing, monitoring and evaluation of their human resources development and utilization policies and programmes by means of seminars, workshops, conferences and through the publication of technical documents and the conduct of research.

126. The Committee took note of the Report.

B. A Regional Framework for Human Resources Development and Utilization

127. In presenting the "Regional Framework for Human resources Development and Utilization in Africa", (document E/ECA/PHSD/TC/91/WP.2), the representative of the ECA Secretariat stated that in response to the call for action, by the Khartoum Declaration, to increase efforts to support the development of human resources in Africa, the United Nations set up an Inter-Agency Task Force on Human Resources Development and Utilization, which was chaired by ECA and co-chaired by UNDP and

was composed of ILO, WFP, FAO, WHO, UNDP, UNFPA, UNICEF, UNIDO, UNESCO, The World Bank and ADB. One of the terms of reference of the task-force was to come up with "alternative strategies and policies that may be adopted and the modalities for financing their implementation".

128. The ECA representative noted that the development of a regional framework that articulated Africa's human resources development and utilization objectives, was the first major initiative of the Task-force in this direction. The framework provided a set of broad policy and programme guidelines for the selection, formulation, implementation, monitoring and evaluation of human resources development and utilization programmes which are consistent with Africa's overall long-term economic and social development objectives.

129. The ECA representative said that if the present social and human development trend were to continue, Africa would be the only region in the world where poverty would increase rather than decrease. The same he said, was true for all other indicators of human development: employment and wages, education, illiteracy, health, food and nutrition, maternal and infant mortality. The groups most adversely affected by the current inadequacy of the human resources development and utilization situation in Africa were youths, rural populations, the urban poor and women. Countervailing measures should be embarked upon soon in order to preempt an aggravation of the crisis in Africa. This, he said, was the challenge presented by the Framework.

130. The ECA representative, in highlighting the features of the Framework, said that it defined those areas in which material international intervention, technical co-operation, greater utilization of local expertise in externally-funded projects and co-ordination among the various actors at all levels (i.e. economic, political, and technical) would lead to the strengthening of capacities and capabilities for more efficient development and utilization of human resources in Africa.

131. Accordingly, the Framework delineated the strategic priorities, objectives and interventions required to enhance the development and utilization of human resources. These, he said, were:

(i) an organizational and institutional framework at the national level for human resources development and utilization;

(ii) the development of basic education for all through the provision, expansion and strengthening of basic and functional education for children, out-of-school youths, and illiterate adults;

(iii) maximizing employment opportunities through shifts in macro-economic policies, the strengthening of institutional support programmes and the institution of special employment generation programmes;

(iv) middle and high level manpower development to support the development of science and technology for development;

(v) capacity-building for the effective management of development through training and greater support to the institutions;

(vi) encouraging popular participation in development by enabling citizens to make choices about matters affecting their life and welfare;

(vii) creating an atmosphere that is conducive to motivation, efficiency and productivity;

(viii) meeting critical health and nutrition requirements; and

(ix) the improvement of human resources policy formulation, planning and management capacities.

132. The Framework also outlined the financial modalities of the implementation of human resource development initiatives and suggested measures, such as the efficient allocation of limited domestic resources to human resources development and utilization programmes through cuts in defense spending, reduction of outlays on external debt servicing, curbing of corruption and other financial leakages, and contributions from the private sector, voluntary organizations, NGOs and so forth.

133. He further explained that a major concern of the Framework was the establishment of human resources development and utilization data systems at the national, sub-regional and regional levels so as to facilitate the monitoring and evaluation of specific projects/programmes and the total human resources development and utilization situation, in terms of a complete set of indicators -- inputs, process, output and impact.

134. The Framework also had a high degree of built-in flexibility such that countries were free to decide on and take advantage of any particular combination of possible interventions. Similarly, development institutions at sub-regional, regional and international levels could select specific areas of human resources development and utilization in which to assist, in line with their respective mandates and spheres of competence.

135. The ECA representative noted that the implementation, monitoring and evaluation of the Framework would require concerted and coordinated participation of the governments of individual African countries, the United Nations and other multilateral development agencies, both national and international. However, he stressed the fact that the primary responsibility for the successful implementation of the framework rested with the African governments and people.

136. Finally, the ECA representative outlined some of the steps that could be taken at the national and international levels and the role of non-governmental organizations. He said that with adequate support at all levels (national, regional, sub-regional and international), the implementation of the Framework could lead to substantial and decisive improvements in the human resources development and utilization situation by the end of the five year phase.

137. In the general debate on the "Regional Framework for Human Resources Development and Utilization in Africa", statements were made by Senegal, The Sudan, Nigeria and Guinea. Representatives from ILO/JASPA, the World Bank and ESAMI also made contributions to the debate.

138. The speakers congratulated the ECA Secretariat and the UN Inter-Agency Task Force on Human Resources Development in Africa on the importance and quality of the document that had captured an extremely complex issue. They called for the need to develop indicators that would measure not only the success of programmes on a before-and-after basis, but also allow member States to continuously monitor the implementation of human resources development programmes. Member States were called on to coordinate their actions in strengthening information and data collection tools and providing continuous feedback to member States on problems encountered and how to resolve these.

139. The participants felt that the role of information and technology; the need to develop human resources of higher quality and high level manpower; and the human resources development needs of refugees and displaced persons needed to be emphasized in the document and in government policy, as they were the key to the solution of Africa's human resources problems. The problem of financial resources, in particular, would constrain African countries in the implementation of the Framework. It was also emphasized that the implications of the lack of stability as well as political turmoil, which were ravaging the continent, needed to be given due consideration in the Framework. In this regard, one delegate cited the example of craftsmen, skilled workers and small-scale entrepreneurs, whose basic needs could be met by setting up of cooperative and people's banks. One delegate observed that the implications of the population explosion had not been emphasized in the Framework. In this regard, he recommended that Africa must move towards smaller families as the trend was in the rest of the world.

140. One delegate raised questions concerning the differences between the Khartoum Declaration and the Regional Framework; the level of coordination between ECA and OAU, a case in point being OAU's attempt to duplicate ECA's Return of Skills Programme, which had been in existence since 1983, -and the extent to which AAF-SAP had been embraced by member States.

141. Statements were also made by representatives of ILO/JASPA, the World Bank and ESAMI. These agencies briefed the participants on programmes of their agencies that had recently been launched to provide support to Africa in the fields of human resources development and capacity building. In particular, attention was drawn to the Capacity Building Initiative (ACBI), sponsored by the World Bank, ADB and UNDP; ILO's programme of regional capacity building in the area of employment promotion and human resources development and its efforts to establish a network of research institutions; and ESAMI's management development training programmes.

142. In response to the general debate, the ECA representative thanked the delegates for their thoughtful and useful contributions and assured them that these would be duly reflected in the revised document. In response to the difference

between Khartoum Declaration and the Regional Framework, he stated that the Regional Framework was inspired by the Khartoum Declaration. However, it essentially represented the operationalization of the new thinking that was embodied in Khartoum Declaration.

143. He assured the meeting that cooperation between the ECA and OAU was on an excellent footing. He further thanked the delegate who cited the specific case on the Return of Skills Programme and indicated that he would take this matter up with his counterpart at the OAU with a view to avoiding unnecessary duplication of efforts and ensuring the continuation of fruitful cooperation between the two organizations. With regard to AAF-SAP, he stated that it was an overall framework, the purpose of which was to ensure that adjustment and transformation would be implemented in tandum and that the human dimension would be placed at the centre of the development process. Individual African countries were free to use this overall framework to design their own national programmes of adjustment with transformation as appropriate.

C. UNDP's Pilot Programme on Integrated Human Resources Development

144. A representative of the UNDP made a presentation on UNDP's Pilot Programme for Integrated Human Resources Development. He said that UNDP was aware of the importance of human resources in development and had, accordingly, assigned the required weight and priority to the promotion of human resources on the African continent.

145. The Pilot Programme, he said, was being implemented at the national level to strengthen policy formulation, programme implementation and institution-building capacities for the development and utilization of human resources. He noted that problems of coordination were at the core of ineffectiveness of human resources programmes at the national level. In a bid to make improvements, the programme would strive to achieve the following objectives:

(i) The creation of coordinating units within government, consisting of an integrated high level interministerial team of policy-makers, planners and finance officials who would conduct a diagnostic assessment of the human resources development situation and to formulate human resources development policies and action plans.

(ii) the establishment of national focal points and networks, linking as many agents active in human resources development and utilization as possible, in order to promote a "bottoms-up" approach to problem-solving.

146. The UNDP representative said that the Pilot Programme would cover six countries and last for eighteen months. In the first two months, the programme would conduct reviews and appraisal and take stock of the overall situation. In the next four

months, the modalities of implementation would be worked out and in the remaining 14 months, implementation would be effected.

147. The Project required the participating governments to set up a national secretariat and identify the members of the network as well as provide the required administrative backstopping. UNDP would recruit national and international consultants in all relevant fields, who would spend about 30 man/months covering each country over a six to twelve month period.

148. The Committee commended UNDP for this initiative and noted that it was fortunate that this activity was being undertaken on a pilot basis initially, since it sought to attack the problem of co-ordination, that had seemed to be intractable in many countries. Perhaps the results, if successful, would provide a useful blueprint and an invaluable lesson to African countries on the coordination of development efforts. The point was raised however, that all efforts should be made to avoid duplication in the creation of national institutional structures to monitor activities such as this, in view of the fact that under the NATCAP programme, national committees had already been set up. Although the objectives of NATCAP were different from those of the present programme, it was stressed that in the process of fulfilling institutional requirements for programme implementation existing structures should be reinforced, not replicated.

D. Implementation of the Declaration of the 27th Session of the Assembly of Heads of State and Government on the Employment Crisis in Africa

149. A representative of the Secretariat presented document E/ECA/PHSD/TC/WP.6: "A Note on the Implementation of the Declaration of the 27th Session of the Assembly of heads of State and Government on the Employment Crisis in Africa". This document was complemented by two others: "The African Employment Challenge of the 1990s" (E/ECA/PHSD/TC/91/CRP.2) and "Strategies for Manpower Utilization and the Unemployment Crisis in Africa [E/ECA/PHSD/TC/91/CRP.1(6.2(iii)]. He recalled that by its resolution LC-RES 150(xiii) on the Employment Crisis in Africa, the OAU Labour Commission at its Thirteenth Session, held in Addis Ababa, had called on ILO/JASPA, ECA and OAU to prepare a Draft Declaration on the African Employment Crisis, for adoption by the 1991 Assembly of Heads of State and Government of the OAU. Accordingly, the Draft Declaration was prepared and placed before the OAU Labour Commission at its 14th Session in 1991. It was then approved for submission to the 27th Session of the Assembly of Heads of State and Government, which adopted it. The analysis of the employment situation in Africa over the years, undertaken jointly by ILO/JASPA and ECA, culminated in the formulation and adoption of the Declaration by the Assembly of Heads of State and Government of the OAU. To place the Declaration in its right perspective, the representative of the Secretariat gave a brief description of the symptoms, causes and effects of the employment problem in the African economy.

150. He said that since the early 1980s, the indicators of efficiency in human resources utilization had been showing a negative trend. UNDP, in its 1991 Human

Development Report, showed that as much as 100 million Africans were openly employed in 1991, although a more plausible figure of 30 million unemployed was quoted in the Final Review and Appraisal of the Implementation of the United Nations Programme of Action for African Economic Recovery and Development, 1986-1990.

151. Underemployment was a condition that plagued Africa's large rural sector as well as the growing urban informal sector. It had been on the increase in African countries throughout the 1980s. Between 1985 and 1990, 30 million African producers were underemployed, bringing the total underemployed in Africa to 90 million workers by 1990.

152. Underemployment, he said, was pervasive primarily in the agricultural sector, although it was becoming pronounced in the formal wage sector. In agriculture, underemployment was caused mainly by rain-dependency and the vagaries of the weather. Technology in use in African agriculture also severely limited agricultural output, as did the inadequate health and nutrition status of the agricultural work force. Certain cultural norms and practices, which assigned gender roles in production also contributed to depressing productivity levels in agriculture.

153. He stated that the lack of effective utilization of human resources had resulted in an exacerbation of the brain drain. In the last five years an estimated 50-60 thousand highly qualified Africans had left the continent. The vacuum thus created affected the functioning of institutions of higher learning, industry and state-owned enterprises.

154. The problem of the educated unemployment had also become a real problem in most African countries. Those affected were persons from higher education institutions who could not find employment either because the skills they possessed were not those required by employers, or because of a depressed labour demand.

155. The factors that gave rise to this undesirable state of affairs were by and large, three fold: a persistent economic crisis, the erosion of development capacity and policy and institutional weaknesses.

156. The representative of the Secretariat observed that effectiveness in the utilization of human resources was determined by the prevailing socio-economic conditions. In Africa, the socio-economic conditions had worsened to the point of circumscribing efforts to make human resources more productively. Throughout the 1980s, he said, per capita incomes fell by an average of 1.7% per annum, gross fixed capital formation by 1.9%, exports and imports by 2.7 and 3 per cent respectively and commodity prices by 3.1 per cent. The debt stock which was US$203.7 billion in 1986 reached US$256.9 billion in 1989 and US$271.7 billion in 1990. In the last five years, the debt servicing ratio surpassed 32 per cent of export earnings on average. While external resource flows declined from US$19.2 billion in 1982 to US$17.9 billion in 1987 and rose only slightly by the end of the decade, Africa's net transfers kept on increasing. Net transfers to the IMF alone, stood at US$1 billion in 1986, US$1.1 billion in 1987, and US$3 billion from 1988 onwards.

157. Commodity prices continued to decline, causing a corresponding decline in export earnings. The purchasing power of exports fell by about 47 per cent of their 1980 level in the course of the 1980s. Capital flight was conservatively, estimated to have reached US$30 billion during the previous five years. A combination of all these adverse factors led to a drop in private investment from US$6.7 billion in 1986 to US$3.5 billion in 1989.

158. The extremely low rates of economic growth had a negative impact on employment generation and also considerably increased the levels of underemployment in African economies.

159. In the absence of sufficient gainful employment opportunities within the economy, a "scrounging around "effect was produced in which workers settled for second-best, low paying jobs for which they were probably overqualified. The informal sector grew. In the decade of the 1980s, the informal sector provided 19 million new jobs as against the formal sector's two million. In view of the fact that the informal sector is a low productivity sector, what in effect this trend signified was that the economic conditions further marginalized Africa's producers into activities that were of very low productivity.

160. Agricultural productivity was severely curtailed, and the food supply situation worsened. He noted that it must be a sign of low productivity and underemployment if Africa's agricultural producers, who constitute some 70
per cent of the regional labour force, could only produce only about 50 per cent of the food required by the African population.

161. Structural Adjustment Programmes resulted in a reduction of resources for planning, implementing and monitoring development as well as a certain amount of uncertainty and demotivation among the working force. Prevailing institutional weaknesses were reinforced; and poor remuneration and incentive system, career insecurity, lack of professionalism, politicization of the decision-making process etc. became rampant. Professionals lost the capacity to manage development. A vacuum was thus created which was filled, in many countries, by donors and NGOs.

162. Emphasis was shifted away from strategic Ministries such as planning, industry etc., to finance, in response to the current preoccupation with short-term, ad-hoc financial and debt management. As a result, Ministries of Planning were, in some cases, broken up and in others, severely depleted of their planning function. The long-term development perspective had thus been given low priority, if not completely removed, and government capacity to coordinate development had become severely weakened.

163. The end result of all this was the erosion of government capacity to formulate and execute development policy. With a weakening of macro-economic planning capacities, structures and infrastructures, planning and the development and utilization of human resources, itself, became weakened, more so as the human resources planning function was central to the reduction of unemployment and the raising of productivity. The medium-to long-term actions that needed careful planning to

produce skilled manpower, to raise agricultural productivity levels and to create the environment required to motivate the work force to its fullest potential were hamstrung by the erosion of capacity.

164. The representative of the Secretariat noted that although every African government had recognized the gravity of the employment crisis, very few had articulated policies and created machineries to tackle the problem. The lack of decisive action as to how to meet Africa's employment problems head on was reflected in the vagueness in the definition of roles and functions of the public institutions that were expected to handle employment and human resources utilization issues. The institutional infrastructure for raising productivity in the African economy was also weak. There were pervasive problems of lack of probity and public accountability, poor record-keeping and lack of commitment. Shortages of materials and inadequacy of working tools and equipment had also negatively affected productivity. The unrealistically low salaries being paid to public servants, especially in the West African sub-region, had not only affected morale, but had also made corruption widespread in the public sector. The impact of the latter on the other production sectors, on the productivity of workers in the private, informal and agricultural sectors, and on the welfare of the community at large, had been debilitating.

165. With all the preoccupation with privatization, entrepreneurship and informal sector development, governments had not created institutions and programmes to ease the transition from public to private sector-driven development. Similarly, other than paying lip-service to the informal sector, very little by way of concrete measures, relevant institutions and programmes had emerged to provide a spring-board for the desired take-off of the sector.

166. Turning to the prospects for the future, the representative of the Secretariat said that the employment outlook for Africa was quite gloomy. With the regional economy projected to grow in the 1990s by an average annual rate of 3.7 per cent, the labour force by 3.2 per cent and employment by 2.4 per cent, the unemployment situation would deteriorate even further. The modern sector would generate not more than 6 per cent of all new jobs in the 1990s. The remaining 94 per cent would be provided by the agricultural and informal sectors. The number of urban unemployed was thus expected to triple over the next decade.

167. It was therefore, in this context, that the Declaration of the Heads of State and Government should be understood. He recalled that the Declaration had rededicated African Governments to the pursuit of policies, programmes and actions required to meet the employment challenges of the 1990s. The Heads of State and Government reaffirmed their dedication to the Lagos Plan of Action, the African Priority Programme for Economic Recovery and the African Alternative Framework to Structural Adjustment Programmes. They agreed to stimulate economic growth, pursue a more human-centred, democratic and participatory approach to development and target their production systems for restructuring. He said that the Declaration committed African Governments to rural development as an important rural employment strategy and a more vigorous pursuit of employment programmes for youth, women and other

disadvantaged groups. Accordingly, they pledged to devote more of their resources to employment promotion activities.

168. The representative of the Secretariat said that, to ensure the effective implementation of the commitments and recommendations of the Declaration, the ECA Secretariat was proposing the following actions:

(i) In cases where land tenure systems had proven to constitute aconstraint on greater agricultural land use, by limiting access to land reform measures need to be undertaken with a view to increasing opportunities for agricultural production, and rural productivity; and reducing underemployment, and shifting unemployed labour from urban to rural areas, where it could be gainfully employed.

(ii) At least 20 to 25 per cent of all public investments should be directed to the agricultural sector. These investments should, in the medium to long term, aim at productivity increases in agriculture, expand areas under cultivation, increase the use of science and improved technology in production and raising agricultural and non-farm skill levels.

(iii) Credit support for small holder farmers and rural entrepreneurs to greatly enhance private initiatives in agriculture and related sectors in ways that would raise productivity levels and create more employment in the rural areas.

(iv) A guaranteed minimum price for food crops and their strategic management, through a food storage and reserve system, to assure a steady minimum income for farmers and stimulate the labour demand in the agro-industry sub-sector, in transport, services and trade.

(v) Special action measures should be instituted to rehabilitate installed productive and infrastructural capacity, to improve maintenance systems, create and strengthen the linkages between the industrial sector and the natural resources base, decrease the dependence on imported inputs for industrial production and promote small and micro enterprises in the informal sector to stimulate the growth of small- and medium-scale manufacturing activities.

(vi) Measures should be intensified to reduce capital flight from African economies, limit debt service payments to reasonable proportions of export earnings, negotiate more realistic prices for Africa's export commodities and significantly reduce defence spending so that more financial resources could be conserved for investment within the domestic economy to revive growth and development.

(vii) A significant improvement of the health, nutrition, sanitation and environmental conditions, particularly children, women and rural communities.

(viii) Extension services, vocational and technical training programmes, and basic education and functional literacy skills should be strengthened. Curricula in the formal education system should be reviewed with a view to aligning them to needs in the world of work.

(ix) Action must be taken to create the appropriate enabling environment that would encourage people to participate freely in the production of goods and services, while benefitting directly - through incomes or through their own consumption - from such participation.

(x) African governments should be more selective in the choice of technology for development. Employment maximization should be the principal criterion for the choice of technology in development activities.

(xi) Resource mobilization and allocation should target the stimulation of the agricultural and informal sectors as well as micro and small enterprises in the informal sector whose employment growth potential is tenfold that of the formal sector's.

(xii) African governments should seriously consider mobilizingsources through innovative fiscal measures, grants and other forms of financial support from the international community, to create an employment fund which could be used to provide credit, loans, training, inputs etc., to stimulate self-employment and productivity increases.

(xiii) Special measures need to be embarked upon to stimulate the growth of youth employment. These could consist of special youth employment programmes, youth employment training schemes and loan schemes.

(xiv) Special programmes should be designed for women within the framework of the "Arusha Forward-Looking Strategies for Women" to increase their participation in the labour market, their efficiency and their productivity.

(xv) Governments should strive to be more tolerant of non-national African nationals who may wish to participate in their domestic labour markets. While endeavouring to work out strategies of developing sub-regional labour markets within the framework of the Treaty of the African Economic Community.

(xvi) Efforts should be intensified to encourage a free-flow of expertise among African countries, so as to maximize the utilization of

African's middle and high level manpower, reduce the brain-drain from the regional economy and lessen the continent's present dependence on outside expertise.

169. The Committee felt that different approaches to human resources planning, development and utilisation should be adopted. In view of the fact that some member States were already implementing some of the solutions suggested by the ECA Secretariat, the key to success in Africa was to emphasise self-reliance. Priority had to be given to the agricultural sector and to the adoption of special employment programmes to ease the unemployment problem that affected African countries. It was in the Committee's view that the latter measures were piecemeal as the real solution would be to adopt long-term measures to accelerate economic growth, which would guarantee increased employment opportunities. The increase in the provision of agricultural credit, setting-up of small-scale industries in both the rural and urban areas, and the establishment of special funds to promote the informal sector were some of the measures implemented by some member states. The experiences of some member States were given to demonstrate some of these points.

170. In some African countries, governments placed emphasis on the agricultural sector by giving farmers the necessary incentives to boost production. Increased provision of credit was made through the creation of agricultural banks. For example, in one member state the amount of loans dispensed by the agricultural banks rose (at current market prices) by more than five thousand times in just a few years. Efforts had also been made to boost agricultural exports. For example, one member state not only made itself self-sufficient in sugar production but was exporting the commodity which it had been importing before.

171. To further tackle the unemployment problem in both the rural and urban areas, the governments of some member states established small-scale industries in the rural population centres and, to enhance this, industrial banks were set up to provide credit to small-scale industries at favourable rates. Funds in support of the informal sector had also been established in some countries.

172. With regard to youth unemployment problems, one member state had established a youth employment programme for the 18 to 25 age group. The programme aimed at creating small-scale enterprises (on a co-operative basis) of three to four people. The banks provided credit -- guaranteed by the Government -- to such enterprises. In the first two years of its operations, the programme managed to establish about 10,000 such enterprises employing some 30,000 youths.

173. On the issue of the effective co-ordination and implementation of the various declarations on Africa's socio-economic problems, the committee felt that there was a need for increasing capacity in Africa so as to reduce the implementation gap. There were two ways of improving co-ordination and the implementation of the various declarations: (a) increased dissemination of the messages of the declarations at all levels within member States; and (b) drawing up plans of action by member States to examine the necessary follow-up mechanisms for implementing the declarations. On account of the fact that African countries were unable to implement

the various declarations due to weak managerial and administrative capacities, the ECA Secretariat was advocating for policies and programmes which would enhance the capacity of African governments and people to implement the necessary measures to solve Africa's long-standing socio-economic problems.

174. The FAO representative said that his organization. like other UN agencies, had accorded high priority to human resources planning, development and utilisation. He stated that project training activities, for instance, had been heavily concentrated in Africa with these accounting for roughly 30 per cent of total training efforts. He said that agricultural topics had constituted 46 per cent of the total courses offered followed by rural development (26 per cent), forestry (13 per cent) and fisheries (7 per cent). The organisation's activities encompassed formal and non-formal training and were directed at the training of trainers including middle-level technicians and professionals like senior government officials, policy-makers and planners.

175. He explained that the FAO (in collaboration with the ECA) had organised high-level training seminars in such critical domains as livestock development, agricultural research as well as project implementation, monitoring and evluation. Other training areas on which the FAO was collaborating with the ECA embraced public sector management, food technology, food-loss assessment, marine resources development and the formulation of curricula for courses in agricultural marketing. The FAO representative concluded by urging member countries to increase the share of agriculture in public investment so as to facilitate the successful execution of related training programmes.

176. In his contribution, the observer from IDRC said that his organisation was also in the forefront of capacity building in Africa, through empirical research. He stated that co-ordination of activities was part of the problem faced by the donor community, governmental and non-governmental agencies, and stressed the need to strengthen coordination in order to avoid duplication and redundancies. He pointed out the weakness of linkages between researchers and policy-makers and called for this situation to be resolved. He said out that Africa's problems and ways of solving them were well documented, as seen in the numerous declarations, plans of action and output from research. The main problem, however, was that many African countries were unwilling or unable to implement the necessary measures to correct the situation. He called for measures to be intensified to increase the capability of African governments to follow-up and implement their various plans, programmes and strategies.

E. Institutions of Higher Learning and Africa's Long-Term Development

177. The representative of the Secretariat observed at the outset that African countries had no alternative but to establish a self-sustaining and environmentally sustainable process of economic growth and development. Such a process had to be human-centred; based on increased self-reliance; and aimed at the internalization of the forces of growth and development. Africa's institutions of higher learning needed, immediately, to venture into those teaching learning and research areas that were vital for producing the relevant skilled manpower without which Africa would be

unable to transform its agriculture, effectively link its industrialization with its natural resource base and become scientifically and technologically advanced.

178. The Technical Committee of Experts was, therefore, invited to deliberate on how to revitalize and maximize the contribution of Africa's institutions of higher learning to the continent's accelerated and sustained long-term development.

179. To facilitate the debate on this all important issue, four documents were made available for the meeting: E/ECA/PHSD/TC/91/WP.7, "Report of the Fourth ECA/OAU Conference of Vice-Chancellors, Presidents and Rectors of Institutions of Higher Learning in Africa"; E/ECA/PHSD/TC/91/WP.1, "Higher Education and the Future of Africa in the 21st Century"; E/ECA/PHSD/TC/91/WP.8, "Revitalizing African Institutions of Higher Learning for Long-Term Development"; and E/ECA/PHSD/TC/91/WP.10, "The Impact of Structural Adjustment Programmes on Higher Education in Africa".

180. He recalled that, in a bid to have the institutions of higher learning define for themselves a role in Africa's socio-economic development, the ECA had been holding regular meetings with the vice-chancellors, presidents and rectors of institutions of higher learning in Africa since 1980. At their fourth meeting - in Cairo, Egypt in 1989 - the Conference had as its theme, "Higher Education for Africa's Socio-Economic Transformation and Development". It was necessary for the institutions to, once again, redefine their role in Africa's development and transformation, within the context of the rapid global changes leading into the 21st century. Document WP.7 contains the deliberations and recommendations of the Conference.

181. The representative of the Secretariat said that global imbalances between the demand for factor inputs and their supply persisted. There also persisted unreasonable expectations of global commodity management for solving the problems of massive imbalances in demand and supply of primary commodities and of factor inputs in return.

182. The limits to foreign exchange earnings by African countries in the future was set by the prospects of exports of primary commodities or manufactures to traditional markets in the developed industrial countries. The balance of payments and debt crises had brought African governments to accept structural adjustment programme, the policy measures of which included the withdrawal of government from active participation in economic production; the liberalization of import trade and of the inflow and outflow of funds; the sale of public enterprises to the private sector; improvements in the management of public enterprises and the subjection of public enterprise operations to commercial tests of performance; and massive devaluations. These, he said, did not contribute in any way to the development of factor inputs (entrepreneurship, management, professional and skilled manpower, raw and intermediate materials, equipment, parts, implements and tools, technology, physical infrastructure, institutional infrastructure and services) of domestic origin which, in large part, accounted for the need for their imports and for debt; nor did they remove the large and growing number of enclaves, semi-enclaves and dysfunctional relations, or modified the dependence of African economies on one or two dominant primary

export commodities; nor did they reduce the high cost of imported capital or of international loans, or of imported goods and services however these may be financed.

183. The only answer, therefore, he said, was to move Africa to a new trajectory of development which would ensure that it would avoid the recurrence and persistence of socio-economic crises. Such a trajectory would make it possible to build up on and expand national and multinational production bases, and rapidly increase capacities to absorb and make optimum use of imported factor inputs.

184. The trajectory, he said, consisted mainly of the establishment of internal engines of growth to replace the rapidly weakening north/south engine. It included the following:

(i) the widening of domestic markets and the linkages of several markets through economic co-operation arrangements;

(ii) the setting up of industries in core areas to feed into strategic sectors; and

(iii) the planning and production of steadily expanding quantity and improving quality of factor inputs so that linkages are deliberately forged between factor inputs, core industries and strategic sectors.

185. The ECA representative then presented the challenge to higher education in Africa in terms of scenarios of global changes which would confront the region by the third decade of the 21st century and argued for the sensitization of policy-makers and planners, entrepreneurs, parliamentarians, other political and social leaders, students and the public in general to these unfolding potential dangers and opportunities. He also summarized the contribution that third-level education could make to the permanent establishment of internal engines of growth in Africa in the next fifteen years.

186. First, he touched on the role of universities in the development of African entrepreneurship, management excellence, education and training, the formulation of programmes for environmental protection, the development of manpower for production of raw and intermediate goods, materials, equipment, parts, implements and tools, technology, physical infrastructure, institutional infrastructure and services. The demand for them and for foreign exchange to import them expand, consequently, the lack of the development of factor inputs and other capabilities had deepened Africa's dependence and its debt crisis.

187. The ECA representative noted that production processes as well as production relations in the global economy were undergoing profound mutations.

188. Africa as a socio-economic and political entity would be left behind by the turn of the century, unless Africa made conscious efforts to restructure its economy to

ensure long-term sustained and sustainable growth and development. The institutions of higher learning should evolve, within their walls, those types of teaching, learning and research programmes that would provide the skills base for internalizing the development process, establishing linkages and complementarities among the production sectors and serve as most effective domestic catalysts for growth and socio-economic development and follow strategies that are most appropriate to the continent's needs and realities.

189. For Africa's institutions of higher learning to be able to fulfil that role, they would have to venture into new, non-traditional fields of learning e.g. entrepreneurship development, management for production, productivity and change; exploration, evaluation and extraction of mineral resources, the build up of capability to produce equipment, parts, implements and tools as well as a wide range of areas in engineering and technology education which, he said, were as yet unexplored in African institutions of higher learning. They would also have to modify their teaching practices so that as many opportunities as possible were provided to students to learn by doing.

190. For the institutions of higher learning to be in any position to meet these challenges, they would first have to be revitalized. The trend throughout the 1980s had been one of neglect of higher education in favour of basic and primary education and on the grounds that the latter was more socially productive than the former. ECA, he said, had always argued against switching resources within the education sector. If indeed switches were called for, they should be made between the sectors and in favour of education and human development for the build up of skills for socio-economic development.

191. The first requirement, therefore, was to reinvigorate the institutions of higher learning with a fresh infusion of resources to rebuild their capabilities to teach, conduct research and be of service to their communities. Expenditure switches, such as those advocated in the AAF-SAP, would constitute the source for the generation of resources for this purpose.

192. A second requirement was to increase the relevance of higher education in Africa by developing curricula and changing the course offerings in favour of the sciences. This would respond to the changing needs in the African economy by producing skills that could be used more effectively to remove the continent's scientific and technological development bottlenecks.

193. Thirdly, there was an urgent need to increase access to higher education in Africa. In 1987, only 2 per cent of the total enrolment in the entire educational system was in higher education. Such limited access to higher education would constrain the type of spread of middle- and high-level skills that would bring about an internalized and self-sustained development.

194. The fourth requirement, he said, was to restore the morale of the teaching force in higher education institutions. Working conditions, money incentives and

access to research funds had seriously demotivated the teaching staff and had negatively affected their efficiency and effectiveness. The brain drain from the institutions of higher learning was a consequence of this situation.

195. Lastly, the representative of the Secretariat called for some form of a regional framework to be established, through which programmes of institutional specialization and co-operation could be created and strengthened. This, he said, would amount to a sharing of tasks among the institutions in a cost-effective manner, such that while only some institutions would specialize in the training of engineers, others would provide programmes for managers, or educationists and teachers, or veterinary scientists, etc. for use by a group of countries or the entire region.

196. The Committee commended the Secretariat for the quality of the documents and the presentations and concurred with the analysis and recommendations put forth. It agreed that the quality of education had deteriorated at all levels and that the revitalization of higher education in order to restore its quality was a basic prerequisite for enabling institutions of higher learning to discharge their responsibilities to the African people. Measures suggested as necessary for the restoration of quality were that teaching and learning materials must be made more easily available in African higher education institutions; the renewal of commitment to raising and maintaining academic standards; strengthening capacity for research oriented to the continent's development problems; and investing more in the maintenance of physical plants and equipment.

197. The Committee said that universities should no longer be seen as ivory towers. Institutions of higher learning in Africa should produce people who could tackle Africa's problems of development. The Committee underscored the importance of applied research in Africa's efforts to attain self-reliant, self-sufficient development and a dynamic economy. The Committee also observed that research in the field of technology should be encouraged and given high priority.

198. The Committee noted that most African countries were hamstrung in their attempts to improve the quality of education, by resource scarcities. The debt-servicing obligations continued to eat up substantial amounts of domestic resources which would otherwise had been allocated to improve the quality of education. The Committee, therefore, urged that the problem of the development of human resources and the skills base be reconsidered within the context of debt. It recommended that intra-regional co-operation in the field of higher education should be explored in Africa's effort to improve the quality of education and overcome the problem of resource constraint.

199. The Committee stressed that basic and middle-level education were of major importance to Africa's development since the former is a prerequisite for the elimination of illiteracy and the latter provides significant services to the economy. It, therefore, urged that efforts be intensified to increase basic and vocational and technical education.

200. The Committee noted that the Arusha Convention of 1981 which called for cooperation in the evaluation and harmonization of curriculum had only been ratified by 10 African States. It, therefore, called on all those member countries, represented in the Committee who had not done so to ratify the convention.

201. The Committee urged that academics in institutions of higher learning be involved more in policy analysis and formulation for development and that greater use be made of the consultancy capabilities existing within African universities.

F. Measures for the Development of Critical Skills for the Formulation and Implementation of Economic Development Strategies and Programmes.

202. A representative of the Secretariat presented a document entitled: "Measures for the Development of Critical Skills for the Formulation and Implementation of Economic Development Strategies and Programmes", (E/ECA/PHSD/TC/91/WP.4). He said that critical skills referred to the abilities and capacities that people must have in order to be able to formulate and implement sustainable socio-economic development strategies and programmes.

203. Through education training and the provision of the requisite opportunities, people would be endowed with the capabilities required for the formulation and implementation of strategies and programmes that would advance the material and cultural well-being of the whole society.

204. To begin with, critical skills should be perceived and analyzed within the context of the resource base and development goals of individual countries. However, in view of the importance of regional co-operation and integration in the sustainable development of African countries, the regional co-operation perspectives of critical skills development and utilization should be considered as most significant in the 1990s and beyond.

205. He made a case for the dynamic linking of the quantum of critical skills to the critical tasks of development; identified critical tasks and critical skills at both the formulation and implementation levels; and argued that unless there was adequate knowledge and data on the available stock of critical tasks and critical skills, African countries would be pursuing inappropriate skills development policies, strategies and programmes. In this regard, he said, the existence of open unemployment of artisans, technicians and university graduates should be a source of concern to African leaders and policy-makers. It should provoke questions and dialogue on the critical skills development and utilization situation in each African country.

206. The formulation and implementation of comprehensive manpower development and utilization plans should constitute a realistic strategy for the provision of the critical skills needed for development. However, the tendency of non-convergence of public and private sector manpower plans at the national level did not, he observed, enhance the analysis and understanding of the status of critical skills development and utilization in African countries.

207. Based on the foregoing considerations, the ECA representative proposed the following courses of action to strengthen and enhance development and utilization of critical skills in Africa:

(a) Inventory of skills should be taken and a data bank prepared at the national, sub-regional and regional levels.

(b) Monitoring of changes in development priorities, science and technology, etc. and, accordingly, programme to develop critical skills.

(c) More effective integration of skills development into national development plans in order to ensure the timely provision of skills that were relevant to development.

(d) Pursuing objectivity in the selection of trainees/participants in education and training programmes for critical skills development

(e) Establishment, operation and dynamization of training and development management institutions and programmes should be streamlined for relevance to contemporary development challenges.

(f) Building of operational bridges and dialogue between policy-makers in government, industry and commerce, on the one hand, and African higher education institutions, research and consultancy institutions, on the other hand, to enhance their cross-fertilization and mutual development towards greater effectiveness in the provision of critical skills.

(g) Sustainable development requires the internalization of critical skills development to lessen the dependency on foreign development strategies and expertise as well as stem the tide of the brain-drain.

208. In the discussion that followed, the Committee noted that the tendency to go for out-of-region education and training demonstrated the lack of appreciation of within-region education and training. The belief, harboured by some, that foreign education is better than what Africa could offer could be changed by setting up regional or sub-regional centres of excellence to provide the expected levels of quality of education. It was also noted that the curricula had been changed in some countries in a manner which encouraged training at home. The Committee discussed (a) the means through which indigenous capacity-building institutions -- national research institutes, universities and colleges -- could be created, used and sustained for a more effective planning and management of development; and (b) the ways and means through which the various capacity-building initiatives of the international donor agencies could be exploited by Africa.

209. The Committee thought it necessary for institutions of higher learning to anticipate the skill and manpower requirements of their respective societies so as to be in a position to act promptly to meet the need. In this context educational policy, especially scientific and technical education, had to be based on objective factors that could enable the educational system to produce the necessary critical skilled manpower which could be utilised effectively. Also, the establishment and continuous up-dating of skills inventory, would help to monitor the skills demand situation and guide policies and plans in institutions of higher learning. The development models and strategies which were being taught in institutions of higher learning in Africa were designed for the industrialised countries and had, therefore, limited applicability to the African context. More realistic conceptual approaches had to be designed and taught in African universities. Education and training in Africa had to be multi-disciplinary to enable graduates to be adaptable to the changed labour market situations. It was, also, necessary to reform curricula to focus on existing and potential socio-economic problems, improve statistical databases, and increase institutional co-ordination to maximise benefits from the various training activities.

210. Technical assistance which relied on expatriate personnel was of limited use to African countries as it did not contribute to the meaningful utilisation of local expertise. The Committee urged African countries to insist on increased usage of local expertise in bilateral aid agreements so as to internalise the development process and to reduce the problems of continuity which emanate from the usage of short-term expatriate consultants.

211. The Committee also noted that while it was important to develop critical skills, of equal importance was the need to effectively utilise such skills. The issue was not only one of reviewing remuneration packages but also of creating the requisite enabling environment to promote job-satisfaction. Measures to retain within the regional economy these critical skills could be enhanced by a within region skills exchange programme so that countries in the region which were not in a position to utilise their critical skills would allow those with shortages to utilise those skills. This could also be supplemented by an increase in the numbers of African experts in the UN Volunteer Programme who could serve the needs of the whole region.

G. A Regional Programme for the Placement of African Experts: A Proposal

212. In presenting the document E/ECA/PHSD/TC/91/WP.5 entitled: "A Regional Programme for the Placement of African Experts", the representative of the Secretariat began by informing the Committee that this proposal was submitted to the ECA Conference of Ministers of Economic Planning at its 26th Session in Addis Ababa in May 1991.

213. He went on to inform the Committee that the purpose of the proposal was to solicit the views of the Committee and secure a mandate from the Conference in order to develop a pilot project for funding under the United Nations Trust Fund for African Development, (UNTFAD). The Project's objectives were to prevent the

emigration of skilled manpower from the region by offering those who would otherwise have migrated the possibility of practising their profession in Africa. The initiative would reduce the brain-drain while helping African countries mitigate the problem of skill shortages. The Committee was reminded that the proposal was based on the concept that most victims of the brain-drain would rather settle in another country within the continent than migrate outside the region, especially to Europe or North America. It was also recalled that in the African Declaration on Co-operation, Development and Economic Independence, adopted in 1973, the Assembly of Heads of State and Government of OAU had come out in favour of the establishment of an Intra-African Technical Cooperation Bureau which would enable African countries with a surplus of skilled personnel to make them available to other African countries needing their services. That would also give Africans the possibility of broadening their experience and would foster the spirit of cooperation and solidarity among African countries.

214. The representative of the Secretariat pointed out that more than 70,000 African experts were working in developed countries and that Africa needed the services of those experts. He stated that the seriousness of the brain drain and its effects had been recognized at national and international levels and various measures had been advocated to reduce it somewhat. The joint ECA/IOM Return of skills Programme for Africa (RESPA), designed by the Geneva based International Organization for Migration (IOM) and the Economic Commission for Africa (ECA), was one of the assistance measures developed to help solve the problems of the brain drain. He went on to explain that since RESPA became operational in 1985, it had proved that it had great potentials to contribute to the alleviation of the problem of the brain drain in Africa by returning, from the developed countries, to Africa, over two thousand highly qualified African nationals with different skills and qualifications, such as doctors, engineers, agronomists, teachers and other specialists. He stressed that given the magnitude and the increasing trend of the brain drain in Africa, other measures should be developed along with RESPA.

215. The representative of the Secretariat therefore called upon the Committee to comment on and endorse the proposal and give its approval for ECA to proceed with the development and implementation of the Regional Programme for the Placement of African Experts (REPPAE).

216. In the discussion that followed, the Committee made a number of observations. First it was noted that measures to arrest and reverse the brain drain, however serious and well-thought out would have only very limited impact if the prevailing working conditions and environment were not improved. African governments should, therefore, intensify their efforts to make work satisfying and self-fulfilling for their professionals. In this, management and staff supervision should be improved and the host of subjective factors that govern promotions and other staff incentives systems should be revised. Measures should also be pursued with vigour to orient curricula in educational institutions towards self-employment.

217. Of great importance was the need for African governments to show greater preference and appreciation of African expertise, over and above that of non-Africans.

218. Finally, the Committee approved the implementation of the proposed programme on a pilot basis with the following provisos:

(i) the programme should aim at sustainability,

(ii) it should not be made to operate against weaker member States or lower salary employment markets, and

(iii) all member States, whether contributing to the programme or not, should receive the Directory of Experts participating in the programme and should feel free to make requests for assistance under the programme.

(iv) the programme should be further refined to smoothen out its rough edges and enhance its impact.

H. ECA's 1992-1993 Programme of Work and Priorities in the Field of Public Administration and Finace Human Resources and Social Development

219. In presenting document E/ECA/PHSD/TC/91/WP.3 ECA's 1992-1993 Programme of Work and Priorities in the Field of Public Administration and Finance; Human Resources Development; and Social Development a representative of the Secretariat recalled that the ECA 1992-1997 Medium-Term Plan called upon African countries to break away from underdevelopment and move towards sustained development through international co-operation and regional economic integration. The plan stressed that human resources planning, development and utilization should be retained by all member States as a priority of the highest order to ensure that all population groups are equipped with the necessary knowledge, skills and attitudes for effective participation in national development activities. More important was the need for member States to strive to increase the supply of middle and high level skilled manpower to meet development needs.

220. The ECA representative noted that one of the major problems affecting the development process in Africa was the planning, development and utilization of human resources. The problem stemmed from inappropriate curricula in education, inadequate educational and training systems to produce Africans with the right knowledge, skills and attitudes suited to national development needs. This was coupled with the ineffective utilization of available skilled, specialized and highly qualified manpower in occupations, jobs and tasks which were not related to their field of expertise. At the same time, highly qualified manpower continued to leave the continent owing to unfavourable social and economic conditions at home, for employment in developed countries, thereby perpetuating the brain-drain of skilled and trained manpower badly needed for development in the region.

221. Furthermore, the region continued to swell with unskilled and semi-skilled workers who could not be absorbed in the various sectors of the economy, and as such unemployment continued to be high.

222. He stated that, in an effort to solving some of these problems, ECA's programme of work and priorities for 1992-1993 in the area of human resources planning, development and utilization is focused on assisting member States in promoting the effective development of human resources for accelerated economic and social development and in strengthening the capabilities for human resources planning, development and utilization as a basis for optimizing the contribution of human resources to development.

223. In particular, the 1992-1993 programme of work focused attention on the conduct and organization of training workshops, seminars, conferences, ad hoc expert group meetings and other meetings at national, subregional and regional levels for government officials and personnel from statutory and parastatal bodies; the conduct of research and the preparation of the provision of case studies on a variety of subjects; and advisory services in human resources planning, development and utilization. He said that during the biennium, there would be an ad hoc group meeting on confidence building factors in school curricula; a conference of vice-chancellors, presidents and rectors of institutions of higher learning in Africa; the seventh and eighth meetings of the ministerial follow-up committee of ten on human resources; and a number of technical publications.

224. In the area of public administration and fiscal affairs, the ECA representative stated that the programme of work of the biennium 1992-1993 had been developed around three clusters of issues. These were: the enhancement of the managerial capacity of the African public services for improved efficiency and productivity; the improvement of the performance of public enterprises and strengthening of the public financial management for efficient mobilization, allocation and control of public financial resources.

225. In this regard, the work programme was intended to assist member States in improving the performance of their public services and financial management systems; formulation of fiscal policies and development of measures for mobilizing and allocating public financial resources for socio-economic development and strengthening the capabilities of national and subregional training and research institutions and associations dealing with public administration and financial management.

226. The work programme, he said, envisaged the conduct of studies and training courses to be organized at the request of member States which would help to redress the shortage of skilled manpower for the management of public services and financial resources. There were also studies aimed at proposing measures for promoting the involvement of indigenous entrepreneurs in both the private and public sectors and enhancing popular participation in the design and implementation of national development programmes.

227. For the work programme in the area of public administration and fiscal affairs to achieve its required objective, member States were requested to intensify their efforts and collaborate fully with ECA in mounting group training courses, at where the studies which had been programmed for the biennium, would be used as training materials and background documents for the upgrading of the skills of public servants dealing with public administration and finance management.

228. In the area of social development, the representative of the Secretariat said that efforts would be intensified to promote the participation and integration of specific population groups into development. In this respect, the secretariat would focus its attention on policies and programmes for youth, disabled persons and the aging. It would continue to tackle the problem of increased crime and juvenile delinquency in the region and in this connection, it would continue to provide the required support to the United Nations African Institute for the Prevention of Crime and the Treatment of Offenders. The representative added that pursuant to General Assembly Resolution 44/82 of 8 December 1989, proclaiming 1994 as International Year of the Family, particular attention would be given to the family as the basic unit of society. Specific activities of the subprogramme in social development would include action-oriented research, expert group operation with international, governmental and nongovernmental bodies involved in the field.

229. All these efforts, she said, would be based on major policy instruments, including the guidelines for further planning and suitable follow-up in the field of youth, the World Programme of Action concerning disabled persons, the International Plan of Action on Aging, the various United Nations resolutions on crime prevention and criminal justice including the United Nations Standard Minimum Rules for the Administration of Juvenile Justice (The Beijing Rules) as well as the relevant policy pronouncements and resolutions by the various regional and international legislative bodies. In this connection, of particular relevance to the subprogramme were the AAF-SAP, the African Charter for Popular Participation in Development and Transformation and the African Charter for Social Action. He then invited the comments of the Committee on the Work Programme.

230. In reacting to the presentation, the Committee noted that as regards the conduct of workshops and seminars, ECA would meet the cost of serving of these activities as well as of recruiting local resource person. Because of the local costs involved, which have budgetary implications, ECA should allow enough lead time for member States to make arrangements for hosting the activities and to consider assuming the local costs of the workshops and training activities. It noted also that although the entire ECA Work Programme had been considered by the ECA Conference of Ministers of Planning at its 1991 Session, the sections that were of relevance to the Human Resources Ministers Conference were the subject of discussion by the Committee, with a view to providing the necessary guidance for their effective implementation.

231. The Committee stressed that activities in social development should not only be targeted to the youth, family, the aging and crime prevention. Other

disadvantaged groups, such as the handicapped who constitute a sizeable group within the population, should also be considered.

232. One delegate who stressed the importance of development statistics, was assured that this area was covered under programmes implemented by the Statistics Division.

233. The Secretariat was also urged to note the experiences of some countries in respect of reforms in administrative and organizational structures for the effective utilization of human resources. Such examples might make the task of implementing the Work Programme easier.

VI. ANY OTHER BUSINESS

234. A representative of the Secretariat informed the Committee of the Convening, on 21 November 1991, of the meeting of the Conference's Ministerial Follow-up Committee of Ten, whose membership he announced. He invited other member States, not members of the Committee, and representatives of UN organizations to attend the meeting in an observer capacity.

VII. ADOPTION OF THE REPORT OF THE MEETING

235. The Committee considered its draft report and adopted it with some amendments.

VIII. CLOSURE OF THE MEETING

236. The representative of the Secretariat commended the delegates for the high quality of their interventions and the outcome of the meeting. The Chairman thanked the delegates for their cooperation and diligence and the Secretariat for its support and, then, declared the meeting closed.